

“Training®” assesses the training needs of managers through 23 fundamental criteria for performance in the company.



THE STRONG POINTS OF THIS TEST

- ✓ Maximized training ROI
- 🎯 Targeted and effective training
- 🔍 Real needs identified with precision
- ☀️ Personalized journeys for each employee
- 📊 Hidden potentials revealed and valued
- ⚡ Accelerated talent development



BENEFITS

Training® is the benchmark solution for **human resources directors**, **training managers**, **consultants** and **managers** who want to **transform their training investments into performance levers**, **strategically develop key skills** and **build a learning organization**. This scientific assessment tool allows you to **accurately identify real needs**, **personalize each development path** and **maximize the return on investment** at each stage of your training strategy.

Thanks to a validated and comprehensive multidimensional methodology, you accurately analyze the **professional skills**, **managerial abilities**, **cognitive abilities** and **technical knowledge** essential for success in a constantly changing professional environment. You thus transform your training challenges into real catalysts for **operational excellence**, **employee engagement**, **continuous innovation**, **organizational agility** and **sustainable competitive advantage**, by perfectly aligning talent development with the strategic objectives of your company.

Investing in Training® means choosing an innovative **training needs analysis solution**, designed to meet the strategic challenges of **skills forecasting**, **managerial development**, **budget optimization**, **upskilling / reskilling**, **digital transformation**, **high potential management** and **change management**. It also means guaranteeing **effective training courses**, **objective management of investments** and a **more agile, competitive and efficient organization**.



PSYCHOMETRY

Test construction:

Pack: HR

Questionnaire type: Normative

Number of questions: 300

Completion time: 35 minutes

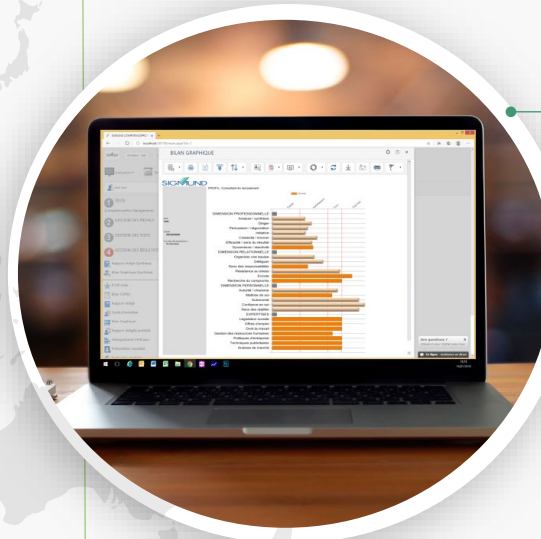
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



3000 job references included





DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Written and oral communication** to effectively convey information and instructions
- **Organization and rigor** in the management of tasks and priorities
- **Operational efficiency** in the execution of assigned missions
- **Quality requirement** and **pursuit of excellence** in results
- **Ability to transmit and train** : key teaching and didactic skills to develop

RELATIONAL DIMENSION

- **Negotiation and management of divergent interests** : a core skill of managers
- **Active listening** and **interpersonal communication** : the basis of managerial posture
- **Public speaking** and **interpersonal skills** to be strengthened to carry the vision
- **Teamwork** and **cooperation** : ability to create a climate of trust

COGNITIVE AND PERSONAL DIMENSION

- **Mental arithmetic** and **logical reasoning** : cognitive foundations for decision-making
- **Reading and understanding** complex documents
- **Memory** and **learning capacity** : indicators of adaptability to training
- **Creativity** and **problem solving** : critical transversal skills
- **Autonomy** in work and self-management capacity
- **Stress resistance** and **emotion management** in high-pressure contexts

MANAGERIAL DIMENSION

- **Ability to motivate and engage teams** in projects
- **Organization and team leadership** : essential skills for daily coordination
- **decision-making** , particularly in situations of uncertainty
- **Crisis management** and **conflict resolution** : key skills to watch out for
- **Project management** and **change management** : strategic levers to strengthen
- **Unifying leadership** : ability to positively influence one's environment

TECHNICAL DIMENSION

Knowledge and know-how of the profession

